

Botswana Ash (Pty) Ltd

BOTASH BULLETIN

31 JAN 2020

AFRICA'S SUPPLIER OF CHOICE FOR NATURAL SODIUM PRODUCTS





Allow me to begin by wishing you hearty compliments of the New Year.

I am sure we have made our new year resolutions and pledges and reaching our targets this year should be at the top our list. We

might have ended the previous year on a not so good space in as far as production and sales targets are concerned and the just released BGCSE results but surely 2020 should be a year of difference. They say once beaten twice shy.

As we share the first issue of the Botash Bulletin for the year, we look forward to doing even more and even better through this platform in terms of communicating relevant messages to employees and stakeholders. Therefore, don't just be a spectator but be a contributor to this worthwhile gesture that will take our company to greater heights.

Inside this Bulletin, you will find stories on the coronavirus, Apprenticeship, Sua Flamingoes updates, BGCSE opinion survey new year-end events just to reminisce a bit! These are just some of the great stories that await you, enjoy your read.

A handwritten signature in black ink, reading "N. Ntopo". The signature is stylized and cursive.

N.Ntopo
PR & COMMUNICATIONS COORDINATOR

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**Sua Flamingoes
Updates**

BOTSWANA ASH MONTHLY BRIEF

JANUARY 2020

MD'S MESSAGE

Best wishes for 2020 to all whom I may not have met in the new year!

1.0 Safety

Over the period Jan -Dec 19 safety outcomes were satisfactory with no lost time recorded. It is a noteworthy achievement for which I acknowledge and thank you. It's particularly noteworthy, given that just over two years ago we had a fatality. Looking forward we must accept underlying weaknesses remain given the high levels of injuries to third parties at our operation. For this reason, management asks all employees, contractors and visitors to remain diligent. Supervisors 'engagement in the day to day oversight of safety in the workplace remains critical as is each individual ownership for their and colleagues' safety.

2.0 Business performance

The performance of our business was of satisfactory due to the following factors:

2.1 Low demand: Soda ash sales contracted by 9% compared to 2018 due to weak economic performance in South Africa and policy uncertainties in the Democratic Republic of Congo.

2.2 Transport cost: The disruption of rail transport worsened during 2019 resulting in loss of sales in chemical grade salt as well as increased cost of soda ash transportation by road.

2.3 Lower production: Starting with the shutdown in June 2019, production performance has been poor with fourth quarter outrightly unacceptable.

While some of these factors are outside direct control, we have to correct our performance in production.

3.0 Strategy

Our 3-pillar strategy continued in 2019 and the following is a summary of performance on the 2019 installment of objectives:

3.1 Reliable production: While the refurbishment work on the boilers was done production of soda ash decreased by 12% compared to the previous year. Despite some improvement in brine abstraction an average of 2500m³/hr was not achieved. The re-commissioning of the liquefier was not completed.

3.2 Defend and grow market share: Two key accounts Lanxess and Sasol were retained. Botash market in Zimbabwe also increased significantly.

3.3 Grow Product offering:

The feasibility study of the expansion of the soda ash unit and the production of sodium bicarbonate was completed. However, the feasibility study of the potash project was only approved by the board in November 2019.

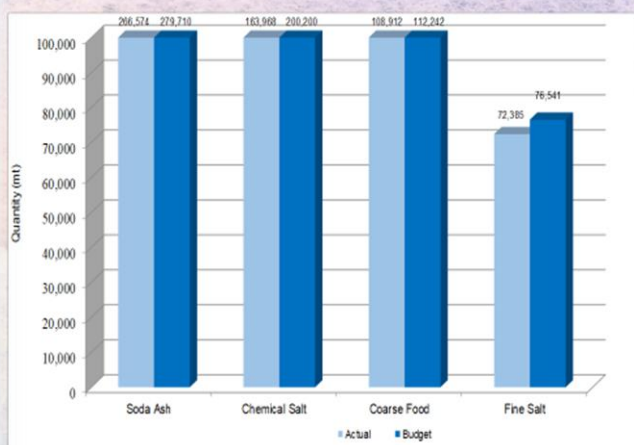
Given the challenges experienced in 2019, we neither meet our target of increasing profitability 15% year on a 5% reduction in total cost. We all have an opportunity to do better in 2020 and finally sell and produce 300 000 tonnes of soda ash!

Kangangwani Phatshwane
MANAGING DIRECTOR

24th January 2020

Sig: 

Summary Sales – YTD



Soda Ash

- Overall performance at 4% below budget.
- North Sales are declining, currently at 72% below budget.

Chemical Salt

- Overall performance at 13% below budget.

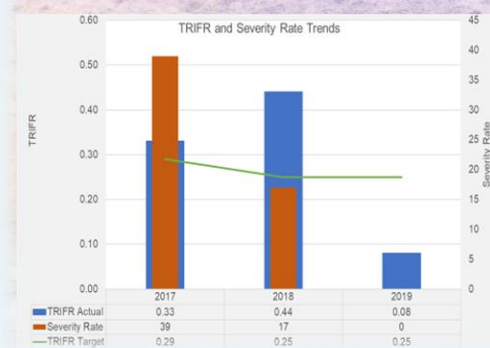
Coarse Salt (Food Grade)

- Overall performance at 3% below budget.

Fine Salt

- Overall performance at 6% below budget.

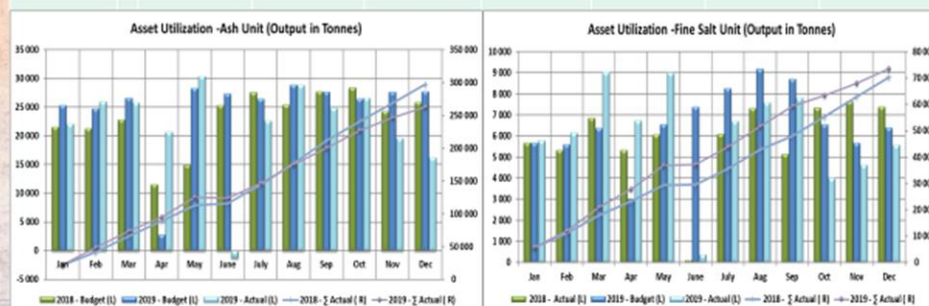
TRIFR and Severity Trends



Botswana Ash (Pty) Ltd

Production brief

	Jul	Aug	Sep	Oct	Nov	Dec	YTD F'19
Ash (t)	-3 816	0	-2 810	+180	-8 014	-11 483	-37 227
Fine (t)	-1 536	-1 592	-915	-2 539	-1 041	-5 894	-4 083
Coarse (t)	+663	-12 590	-20 933	-8 918	-11 616	-5 585	-71 517



Botswana Ash (Pty) Ltd

INTERVIEW WITH TRANSPORTERS ON MARKETING' CUSTOMER SERVICE

Name: Enerst

Transporter: Macdonald's

Product: Soda Ash

Country: South Africa

1. How long have you been transporting products from Botash?

First timer

2. Have your expectations been met?

Yes No

3. Please motivate your answer below

Officers were willing to help.

4. Which section are you mostly happy with their service?

Security

5. Where do you get to experience delays?

Marketing office where our documents are mostly delayed

6. How would you rate your overall satisfaction with our service?

From one (unhappy) to five (very happy),

1 **2** 3 4 5

7. What would you suggest improving on the above challenge?

We suggest the company should improve on their service and ensure so that we can get our documents within a reasonable time.



Sales and Marketing officers engaging with customers or transporters

Name: Mguni

Transporter: Devre

Product: Soda Ash

Country: South Africa

1. How long have you been transporting products from Botash?
2 years
2. Have your expectations been met?
Yes No
3. Please motivate your answer below.
I have received the best reception from the Botash employees. Sometimes when my documents have errors they will indicate and ensure they are corrected.
4. Which section are you mostly happy with their service?
Marketing and loading bay
5. Where do you get to experience delays?
Personally, I am happy and have not experienced any delays.
6. How would you rate your overall satisfaction with our service?
From one (unhappy) to five (very happy),
1 2 3 **4** 5
7. What would you suggest improving on the above challenge?
Am generally happy with the service, they say if not broken no need to fix.

Name: Sipeyiye

Transporter: Zamalwandle

Product: Chemical Salt

Country: South Africa

1. How long have you been transporting products from Botash?
2nd trip
2. Have your expectations been met?
Yes **No**
3. Please motivate your answer below
My first trip I had to wait more than 3hrs before loading, and after loading waited for another 2hrs for documents. I hope this time around there will be improvement.
4. Which section are you mostly happy with their service?
Loading section
5. Where do you get to experience delays?
Marketing office where we wait long for documents and to be called to load

6. How would you rate your overall satisfaction with our service?

From one (unhappy) to five (very happy),

1 2 **3** 4 5

7. What would you suggest improving on the above challenge?

We kindly request for speeding in the processing of paperwork.

Name: Kaphingp

Transporter: Just Imagine

Product: Coarse Salt

Country: Zambia

1. How long have you been transporting products from Botash?

3 years

2. Have your expectations been met?

Yes **No**

3. Please motivate your answer below

It takes time to load and also documents take time to be produced.

4. Which section are you mostly happy with their service?

Non, the whole system needs improvement.

5. Where do you get to experience delays?

Both loading bay and at the Customer Center (Marketing).

6. How would you rate your overall satisfaction with our service?

From one (unhappy) to five (very happy),

1 **2** 3 4 5

7. What would you suggest improving on the above challenge?

Increase loading staff so that the service may improve.

Name: Nchimunya

Transporter: Bright Road

Product: Fine Salt

Country: Zambia

1. How long have you been transporting products from Botash?

2 years

2. Have your expectations been met?

Yes No **Sometimes**

3. Please motivate your answer below

Service is slow

4. Which section are you mostly happy with their service?

Veterinary Gate

5. Where do you get to experience delays?

Botash needs to organize all service departments to avoid delays

6. How would you rate your overall satisfaction with our service?

From one (unhappy) to five (very happy),

1 **2** 3 4 5

7. What would you suggest improving on the above challenge?

We suggest the company should improve on their service and ensure that we get our documents within a reasonable time.

BOTSWANA ASH CURRENT PRODUCT PRICES

PRODUCT	PACK	(Pula/tonne)	(USD/tonne)
Iodated Coarse Salt	50 kg	945.00	112.00
Iodated Fine Salt	50 kg	1234.00	134.00
Dense Soda Ash	50kg/1mt	-	286.00
Light Soda Ash	50kg	-	320.00



BOTASH APPRENTICES CONTINUES TO SHINE AT THE NCC LEVEL



Otisitswe Dintle posing for a picture with OLD Mines General Manager Bakani Motlhabani

Apprenticeship is a great way to kick-start a career and secure a pathway into the large and diverse workforce. Botswana Government in collaboration with Mines like Orapa offers training to candidates in different Apprentices trade. Apprenticeship is a 4-year Program intended for Artisan Skill development of which Botswana Ash sponsors some of Apprentices for the programme. Locally, Orapa Technical College (OTC) offers Apprenticeship in the fields of maintenance fitting, Electrical, Fabrication/Welding, Heavy Plant and Botash sponsors Apprentices in these fields. Trades such as Measure Control and Instrumentation, Rigging, Auto Electrical, Automotive which are not available at OTC, Botash has entered into a Service Level agreement with Anglo-Platinum Engineering Skills Training Centre in South Africa to provide those skills.

After the completion of the 4-year programme trainees are enrolled on Post Apprentice Assessment Programme (PAAP) for on the job training and where there are Artisan vacancies they are employed and where there not they are released to the local market.

Otisitswe Dintle from Botswana Ash (PTY) Ltd was awarded Overall Best Apprentice in Botswana in the 2019 NCC examinations. Dintle started his training with Orapa Training Centre in 2005 as a Maintenance Fitting Trainee through the Botash sponsorship. The programme is designed in three phases; the theory, practical and field work.

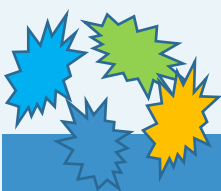
He said during his training he had sleepless nights of studying. "I was always under pressure to maintain or improve my performance as I had set the standard of a top student and competition from my colleagues was immerse", He lamented. "So, I did not want to disappoint myself or trainers hence my unwavering commitment to make it to the top at the finishing line", he added.

During the graduation ceremony which was held in Orapa on the 13th December 2019, Otisitswe was awarded Best Apprentice in Mechanical Fitting Trade and an overall best in the country.

Having completed his Apprenticeship, Dintle enrolled in the Botash PAAP for a year to gain on the join training as a way putting theory unto practice. He is currently attached Salt Plant where he is doing exceptionally well according to reports from the Mechanical Foreman, Mr. Mmolawa. "Am happy with the experience am getting so far, particularly that I am working with veterans who have been with the company for some time" said Dintle.

Apprenticeship programme is key to maintenance practices and the absence of these skills will cripple the industry, hence toned to support this skill development programme

The Botswana Ash Board of Directors, Management and Employees would like to congratulate Mr. Otisitswe Dintle for the job well done!!!





CODE OF CONDUCT

**FAMILIARISE YOURSELF AND ADHERE
TO THE COMPANY POLICY AND
AVOID DISCIPLINARY PROBLEMS**

Unsatisfactory Work Performance

a) Carelessness:

Performance of a task or duty without the exercise of due care and attention, which could lead or has led to incidents of loss to the company.

b) Negligence:

Failure to exercise proper care and regard to the manner of discharging duty to the extent that tasks have to be repeated or equipment or persons are at risk of damage or injury.

c) Inefficiency

Failure or inability to carry out work at the required standard without reasonable cause.

d) Loafing

Failing without reasonable cause to complete task set.

e) Non-compliance with established procedure

Failure to observe procedures that have been formally established to carry out certain tasks.

(Ref: Disciplinary Code and Procedure; Section 14.2.3)

Alcohol and Drug Offences

- a) Working or reporting for work whilst under the influence of alcohol and or narcotics.
- b) Being in possession of alcohol and /narcotics whilst on duty.
- c) Taking, injecting or inhaling alcohol and/ narcotics whilst on duty. Alcohol consumption has implications for health and safety at the workplace.

Alcohol test reading in terms of the policy and Procedure for the management of Persons Under the Influence of Alcohol, Drugs and or medication will be evidence of being under the influence of alcohol. The terms and conditions of this Policy and Procedure will be applicable for all cases of alcohol, drugs and medications.

(Ref: Disciplinary Code and Procedure; Section 14.3.4)



New Botash Receptions

Keafiwa Pelontlo joins the Botash family as a Nurse responsible for health care, and occupational health and wellness programme implementation. She was born on the 28th February. Pelontlo comes from Kanye. She was previously employed by the Khoemacau Copper Mining as a Nurse.

Ms. Pelontlo's hobbies are travelling, cycling and aerobics. She has a son.



Kgalalelo Shale Mokgadi joined Botash as a teacher for the reception class in Flamingo International School. Born on the 23rd August, Mokgadi comes from Molepolole. She was previously a teacher at Debswana carrying out the same role.

Mrs. Mokgadi is married with two daughters. She enjoys swimming and singing.



WORKSHOPS RECOGNIZES THEIR CLEANERS' EXTRA ORDINARY EFFORTS



Banjetse surrounded by her team

change in the cleanliness of their facilities. The most obvious gesture was the moving of things around when cleaning, scrubbing of surfaces, walls and removing of old fragments in the restrooms caused by salt water and other things. This was different from others before. He further said the office has good interpersonal skills as she relates and works with them well.

Ms. Banjetse has been with Botash for the past three years under the same company. Her supervisor Ms. Sophie Masilo affirmed that Banjetse is one of those she is proud of as she's committed to her work and performs her work well with minimal supervision. Adding that she has never received any complaints about her from her work area or other colleagues which is commendable.

Ms. Banjetse said it is nice to be appreciated once alive, people are usually appreciated once they are no more or behind their backs, she laughed. She says the token made her feel valued and is motivating her to continue contributing and excelling in keeping the Botash operations clean. "I would not panic if it happened that management or any official could access our toilets, kitchen or offices because I trust the works of my hands" she added. She added that sometimes she is called to assist others where her skills are needed of improve the hygiene of Botash.

She says she enjoys her work and appreciates every bit of it as there are many people outside there who are jobless and cautioned people who usually says they do work that is equivalent to pay to refrain from that.

When it comes to our personal or professional happiness, there are simple, universal elements that hold true, one of which is the fundamental need to feel appreciated and valued. Ms. Moitlhobogi Banjetse a cleaner from TTB Cleaning Services is one of those employees whose hard work could not be ignored any further and her section (Machining, Soda Ash and Utilities Workshop) decided to contribute and appreciate her with a gift and some cash for making their offices conducive to work from.

The Foreman for Machining, Mr. Elias Mapucheka said that when Banjetse joined them there was a significant



Mr. Leposo receiving a token of appreciation from Mr. Dikinya for a job well done.



Did You Know?

1. The brine resources of the Sua Pan was established through a prospecting programme by the Royal Selection Trust in 1955.
2. The British Petroleum (BP) Chemicals operated the technology testing pilot plant on the Sua Pan in the 1980s.
3. The late President Sir Ketumile Joni Masire officially opened the commencement of Soda Ash Botswana (PTY) Ltd' production phase.
4. The first Managing Director of Soda Botswana was Mr. Leonard Larson (1990-1995)
5. The first Managing Director of Botswana Ash (PTY) Ltd was Mr Paul Henry (1996-2001)
6. Botswana Ash (PTY) Ltd was established in April 1995.
7. The largest use of soda ash is glass making.
8. Sasol is the largest salt customer by revenue.
9. Console glass and PFG are the two largest soda ash customers by volume.
10. The surface area for Botash's solar evaporation pond 5 is 20km²

Pilot plant operated by BP Chemicals in the 1980's. BP Chemicals later sold their interest on the Sua Pan brines to other parties who started Soda Ash Botswana in 1989 which later morphed to Botswana Ash (Pty) Ltd in April 1995.



ANIMAL BEHAVIOUR CHANGES



Belabela, a female rhino in Sua Pan Game Reserve)

Animal Behaviour changes over time to adapt to changing climatic and situational changes and today the human impact is felt mostly when it comes to animal behaviour changes.

Animal behaviour changes constantly! Or should it rather be said animal behaviour is constantly adapting. The dramatic changes in the environment due to climatic occurrences and human impact - in particular over the past three hundred years - has meant that species have had to adapt faster than ever before.

Population growth and the clamour for land

Africa is a continent with one of the highest human population growth rates in the world and due to this, more land is needed each year to provide for this rapid growth, resulting in the shrinking of ranges of natural areas for wildlife. Historically African people lived in communion with the wilderness but with colonialism came western influences and new ethics, the most dangerous being materialism. Today it is believed that the wilderness must pay to stay. With over-population and hunger as constant threats in Africa, many people subscribe to this philosophy. On the negative side putting a value on wildlife has opened up the illegal trade in animal products, hereby putting some species in danger of extinction. With the clamour for land in Africa increasing the wilderness areas are shrinking. Animals traditionally moved unhindered by fences and human settlements but today the movements have been restricted to conserved areas. Game reserves and



Cattle drinking from a swimming pool at the Lodge

national parks have set up wildlife management policies to protect areas.

As part of the management plan artificial waterholes are set up to provide water during the dry season, a season where game would historically have moved vast distances in search of water. This has tempered part of the animals' survival instinct as water is now permanent throughout the year.

Veterinary Fences and Migration

Fences initially stopped the migrations of many species thus changing the behaviour of animals dramatically. Veterinary control fences set up especially along the Botswana Ash lease area no longer play havoc role with domestic stock moving into wildlife areas which can no longer prevent the transferring of diseases. Until thirty years ago large herds of Wildebeest migrated between the Makgadikgadi region and the Okavango Delta before a fence was erected on the northern boundary of the central Kalahari region. The fence was erected whilst the animals were in the drier south and with the first movement north the animals were caught against the fence. The holding capacity is getting thinner hence breeding is escalating every year and there are absolutely no drinking ponds at all unless the recycled waste water from the Sewage Treatment Plant in the case of the Botash lease area, which means the DWNP together with the Veterinary Department need to take charge of this situation.

HEALTH TOPIC OF FEBRUARY 2020

CORONAVIRUS

Definition

Coronavirus are a group of viruses that cause diseases in mammals and birds. In humans, the viruses cause respiratory infections which typically are mild including common cold.

Transmission:

Direct contact with infected patient.

Droplets during the patient coughing and sneezing.

Contact with infected animals / birds

Signs and Symptoms:

Coughing

Fever

Breathlessness

Sometimes vomiting

Sometimes Diarrhoea

Complications:

Severe Pneumonia

Kidney failure

Prevention:

Usage of masks when suspecting that a person is infected

Avoid shaking hands

Wash hands with warm water and soap after coughing / sneezing

Seek medical attention once suspected

Treatment:

No treatment but patient receives supportive treatment as per the symptoms.

No vaccine yet.



A small, square, light blue box containing a handwritten signature in black ink. The signature appears to be 'S. P.' or similar.

OCCUPATIONAL AND WELLNESS COORDINATOR

DATE:31/01/2020

Sua Flamingoes still leading the Debswana First Division North



F l a m b o y s

Updates:

Won 8 Draw 5 Lost 1

FEBRUARY LEAGUE SCHEDULE

No	Teams	Date	Venue
1.	Eleven Angels Vs Sua Flamingoes	08/02/2020	Francistown
2.	Sua Flamingoes vs Sankoyo Bush Bucks	15/02/2020	Sowa Town
3.	Nico United Vs Sua Flamingoes	29/02/2020	Selibe Phikwe

The team stands a good chance to be promoted into the Premier League

In support of our team also get yourself Sua Flamingoes replica jersey :

- Blue colour -P300.00 (non-members) and Subscribing members : P250.00
- Red colour- P250 (all)

Contact Mr. Kabelo Kgaisa- 74130246 for more information.

Watch the notice boards for a variety of Sua Flamingoes merchandise coming up on sale soon!!!



MEET KATLO MASILO 2019 IGCSE FLAMINGO INTERNATIONAL SCHOOL TOP ACHIEVER

Twenty-one students set for the 2019 IGCSE at Flamingo International School, even though the results were not satisfactory as there was a 48, two 44 and two 42 points. Among the outstanding performers is a seventeen-year-old **Katlo Masilo** who acquired 48 points. Let's hear what he had to say about her academic journey:

1. You are the top performer in Flamingo International School for the 2019 IGCSE, is that true?

Indeed, it is true.

2. Please share your sentiments about your results?

I am very much delighted and grateful to God for helping me maneuver through the pressure of exams. I would like to believe I deserved those marks because of the hard work I put in my studies. I am mostly proud of my **A*** in Additional Mathematics.

3. How did you prepare for the examinations?

At first it was really tough to identify proper studying tactics, but I later on realized that the syllabus and past exam papers are a student's best friend. I secluded myself for a few hours every evening, to study all the material in my possession. I also ensured that studying became mandatory. I study to acquire rather than getting marks which helps me to grasp concepts and information easily.

4. How did you deal with examination anxiety and pressure?

Exam anxiety cannot be avoided. The best thing I did for myself was to take breaks and refresh with other activities that I enjoy doing. I have also learnt to pray and read the word of God during times of distress.

5. How was the support from school and home?

I really want to thank my immediate family for their support. They allowed me to write Additional Mathematics as a private candidate. My parents are my pillars, they prayed for me and taught me how to be mature with my decision making. Big up to my little sister Gaone, who always teased me to set an example and show her that it was possible to make it even with limited resources.

Lastly, I would like to thank the **Peters** who raised me in Flamingo, the teachers, their constant and direct motivational words were an eye opener, looking back, I can relate. To Mr. Mokgwathi, thank you Sir, you really helped me a lot in French. The additional lessons were not in vain. You are an epicondyle teacher.

6. What are your goals (academic and personal)?

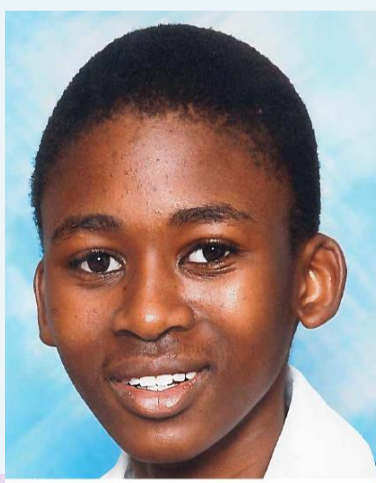
I'm currently doing my A-levels at John Mackenzie School and hope to get a sponsor to further my studies abroad. My interests are in Engineering.

7. What did you enjoy most about your school experience at Flamingo?

I enjoyed the company of my wonderful class mates, and my friendly teachers.

8. What advice would you give to students sitting for their examinations this year?

I would advise them that they should avoid giving attention to the exam anxiety as it's a temporary feeling that can derail one from a good cause ahead of them. I would also encourage them to work hard, focus on their studies and avoid procrastination as time is limited.



Mathematics A*
Additional Maths A
French A
Physics A
Biology A
Chemistry A
English B
Geography B

Flamingo International School IGCSE Comparative Results: 2009 to 2019

Year	% Credit Pass Rate
2010	77.8%
2011	66.7%
2012	85.5%
2013	85.7%
2014	55.6%
2015	81.3%
2016	88%
2017	62%
2018	100%
2019	50%

Results Analysis by Subject

Subject	A*	A	B	C	D	E -- U	Total	Credit Pass (A* -- C)
Accounting	0	0	2	2	0	2	6	67%
Biology	0	2	1	5	3	2	13	62%
Business Studies	0	0	2	4	3	2	11	55%
Chemistry	0	1	1	3	4	2	11	45%
1 st Language English	0	1	4	1	5	3	14	43%
French	0	1	1	1	2	2	7	43%
Geography	0	0	1	3	0	7	11	36%
History	0	0	0	0	0	1	1	0%
ICT	1	3	3	1	0	0	8	100%
English Literature	0	0	1	1	1	1	4	50%
Mathematics	1	0	3	9	1	0	14	93%
Add Mathematics	0	A	0	0	0	0	1	100%
Physics	0	1	2	1	1	0	6	80%
Setswana	0	1	4	2	0	0	7	100%

Notes/Key Observations

- Overall Credit Pass rate is 50%. 100% Credit Pass rate in Setswana, Add Mathematics and ICT.
- Top Three: 48 Points, 44 Points and 42 Points Bottom : 9 Points, 27 Points and 32 Points.

Botswana Ash (Pty) Ltd



Flamingo International School management and teachers expressed their views after the unsatisfactory results of the 2019 IGCSE examination



Sabelo Matikiti, Human Capital Manager

The results were poor compared to the past results (worst in 10 years history). Investigations by an Education expert must be carried out to establish what went wrong. The recommendations can then be implemented. Education depends on hard work by all concerned. It's like a 3-legged pot; Teacher, Parent and Student. SO students must just put 100% effort in their school work.

Rebagamang Sekgekge, Principal

The just released IGCSE results are disappointing. Sharing on what went wrong, the Principal said it was a very weak group, lack of parental support and poor discipline on the side of the children contributed to the poor results. Moving forward students must take their education seriously. They must focus on their studies and must not miss lessons especially revision. They must be punctual to all their lessons.



Game Kanokang, Biology Teacher

The results are not good at all especially when looking at the targets we had set. However, there are positives to be drawn from the results. For instance, there is an improvement in the quality, and we have a student with 48 points, two with 44 and two with 42.

I believe we had a weaker group and we rushed them through the syllabus. The other challenge was that we finished the syllabus late, therefore, had little time for revision and to focus on individual students' needs as some have different learning ability. The current Form 4 students are so far showing willingness and determination in their school work compared to the previous group. We also believe from the just released results, parents will be willing to come on board and join the teachers to attain better results this year.

Khumo Nthoyapelo, ICT Teacher

The results are not satisfactory as the overall performance is very low compared to the past year.

There are a number of factors that attributed to this performance. Amongst them is the amount of time needed to cover the entire syllabus and the long wait for the English/Literature teacher. These made a huge impact on the other subjects. To improve these results a year programme will help a lot in compensating for any other lost time. The 2020 group will do very well. This low performance of 2019 was a wakeup call for all of us, staff, parents, students and Botash Management. We will come with strategies to improve the results. I am optimistic that this year Flamingo High School will change.





Charles Brown Dhlwayo, English Language and Literature

In as far as English is concerned the results reflected a fair performance considering that the teacher started work on the 18th September 2019, and exams started on 10th October 2019, giving it two weeks to cover the syllabus.

My view is that there is no one from an administration point of view who is willing to change the system. Proposals from both the High School and parents are with Botash management. Some of which include;

- a. Non progression of weak students to the next level until they improve.
- b. Not registering students for exams until they are ready or register them as private candidates.
- c. Registering academically challenged students as private candidates.
- d. Erecting cabins in the school to create enough rooms for lessons and remedial teaching.
- e. Botash should consider a five years program since a lot of our students are struggling.
- f. Engage stakeholders (parents) on high student absenteeism.
- g. Strengthen admin/management support for the school.
- h. Take the primary school for benchmarking /program exchange to other schools .
- i. Change the PSLE exam to Cambridge to align it to the Cambridge IGCSE.
- j. Hire a teacher special needs education teacher for learners with special needs.
- k. Improve ICT (i.e. buy laptops for teachers, improve Wifi connectivity at school and if possible, connect WIFI in the high school teachers' houses for research purposes after hours.



Pheny Mokgwathi, French Teacher

The results are a serious disappointment. Until there comes a point where parents support teachers, anyhow they can or whenever asked to intervene there can never be a significant improvement.

Education is a process that need all stakeholders actively involved. The school and teachers have always complained of lack of parental support. Many learners that performs bad did not have support from parents to an extent of missing lessons. Students should always be willing to study on their own during their spare time and engage teachers where they will need assistance.

Wilson Ushemakota, Physics and Chemistry Teacher

The results are bad. This was a weak group. They were supposed to get an extra year before they could sit for examination. Only strong students should be allowed to sit for t exams in 2021. In addition to that, a 5-year program will improve the results.

Koontse Sebangane, Accounting and Business studies Teacher





The results are not as we expected.

We had an academically challenged group in 2019. The resources also need to be improved to attain better results in future. A five-year programme will contribute immensely to our results as it has proven to work with the other schools we see performing well.

Am optimistic that 2020 results improve. So far, the group that we have are showing interest on their studies.

Paul Johnson, Mathematics/Add Maths Teacher

The results were unsatisfactory.

The school must implement a 5year Cambridge program. A compliment of the Chemistry teacher so that we introduce double and combined sciences.

We urge parents to support the school especially the scheduled extra lessons.



The Year that was! 2019 Christmas Party



1. Management showing off their dance moves.
2. DJ Gouveia and Sly entertaining staff.
3. 4. 5. 6. 7. Employees at the 2019 Christmas Party.



Wellness Day

1st November 2019 was a special day dedicated to the welfare of Botash employees.

The event was held under the theme "STAY FIT LIVE LONG". Botash's annual events aimed at promoting total health and wellness in the workforce. The year 2019 event emphasised on promoting awareness on the management of non-communicable diseases.





BOTASH COMMEMORATES 2019 WORLD AIDS DAY

Introduction

- 1st December World AIDS Day commemoration.
- An important opportunity to recognize the essential role that communities have played and continue to play in the AIDS response both international, national and local levels.
- Botash commemorated this day on the 2nd December 2019 under the theme 'Communities make the difference'.

Remarks by Dr Giff McRobertson Banda

- HIV/AIDS is not just one other illness.... it is not just an epidemic.... it is a pandemic.
- Much of the blunt being borne by Sub Saharan Africa at 80% HIV/AIDS rate.
- Botswana, with the first reported case in 1985, has an HIV/AIDS prevalence rate of 24.8 %, taking it to the 3rd position at world level statistics, coming after Lesotho and Swaziland (Eswathini) in 1st and 2nd position respectively.
- Within Botswana, Selebi Phikwe bears the highest prevalence at 40%, and by gender, females are more affected than males.
- Batswana's life expectancy went down from 65 years in 1990 to 57 (1997) then further down to 35 years by the year 2005, later on picked up to 54 years (2011).

HOW CAN THE COMMUNITY MAKE THE DIFFERENCE?

- Lobby for appropriate (civic) education and resources to combat HIV/AIDS,
- Mobilise and encourage individuals to go for voluntary counselling and testing, encourage acceptance of PLWHAS (People Living with HIV AIDS),
- Offer physical, economic, psychological support to those infected/affected,
- Contribute to research and positive trends in HIV/AIDS, in that way yes, communities can make the difference!

1. Dr Giff McRobertson Banda delivering the committal message.
2. Mr. Sabelo Matikiti welcoming employees at the commemoration day.
3. Mr. Dzikamiso Chiyapo sharing a spiritual message with the attendants.
4. Mr. Molathi Mokgethi from Clinic delivering closing remarks at the end of the event.
5. Employee attending the 2019 World Aids day commemoration.



A BIG SEND-OFF TO BOTASH RETIREES



1. Botash Managing Director Mr. Kangangwani Phatshwane saying goodbye to the retirees.

2. Retirees and management posing for a group picture.

3. Mr. Montsho sandwiched by his outgoing colleagues Messrs. Tshotlo and Oodira

4. Guest of honour Mr. Fidelis Machola

5. Retirees received P10,000 cash and size 10 pots

6. Mrs. Moshashane handing over a token to the Guest



Dignitaries enjoying proceedings at the Flamingo Junior price giving event

Baobab Pre-School children getting ready for standard one



Parents attended to give support to their children



Flamingo International School pupils during the price giving ceremony

